

The EBA logo consists of the letters 'EBA' in a bold, white, sans-serif font. To the left of the letters is a stylized graphic of vertical lines in shades of blue and green, resembling a bar chart or a signal waveform. The logo is set against a dark blue rectangular background.

**EBA**

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# Overview on EBA's Diversity Benchmarking exercise and related policy work

European Banking Authority

## EBA's Role in Diversity

### Three areas of EBA activities regarding diversity

- Mandate to benchmark diversity practices in banks and investment firms in Article 91 of Directive 2013/36/EU
- EBA issued guidelines to foster diversity, equal opportunities and gender neutral remuneration policies
- Internal activities to establish a good gender balance in EBA's internal organisation

## EBA's diversity Benchmarking Exercise, 2021 data

Scope: EU/EEA, 791 institutions participated in the data collection

- 662 credit institutions
- 129 investment firms

Data collected as of the end of every three years: 2015; 2018, 2021, ...

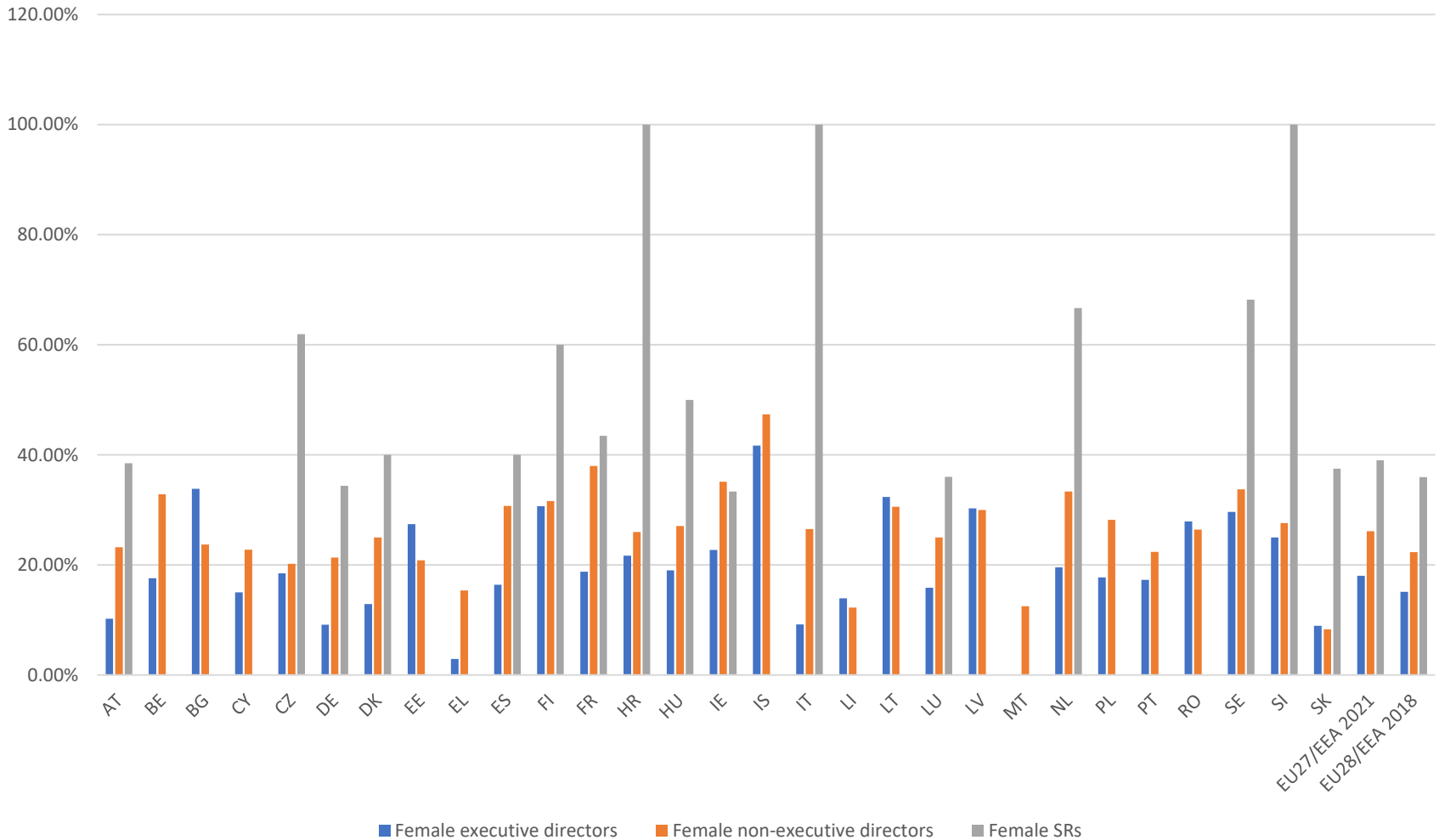
- Content:
  - Diversity policies (elements: gender, age, geographical, educational and professional background and targets in particular for gender)
  - Diversity practices (composition of the management body in its management and its supervisory function)
  - Gender pay-gap at the level of the management body

## EBA' Diversity Benchmarking Exercise, 2021 data

### **Women's representation on boards has gradually improved, but imbalances remain**

- Only 18.05% of executive directors are female.
- Already 27.75% of non-executive directorships are held by women.
- Gender balance is better at lower age brackets and with newly recruited directors
- 27.05% of institutions still lack the mandatory diversity policy.
- A clear positive correlation between gender balance and Return on Equity (RoE) exists.
- Women earn on average 9.48% less than male executive directors and 5.90% less than male non-executive directors.

# Representation of women in boards in EU/EEA



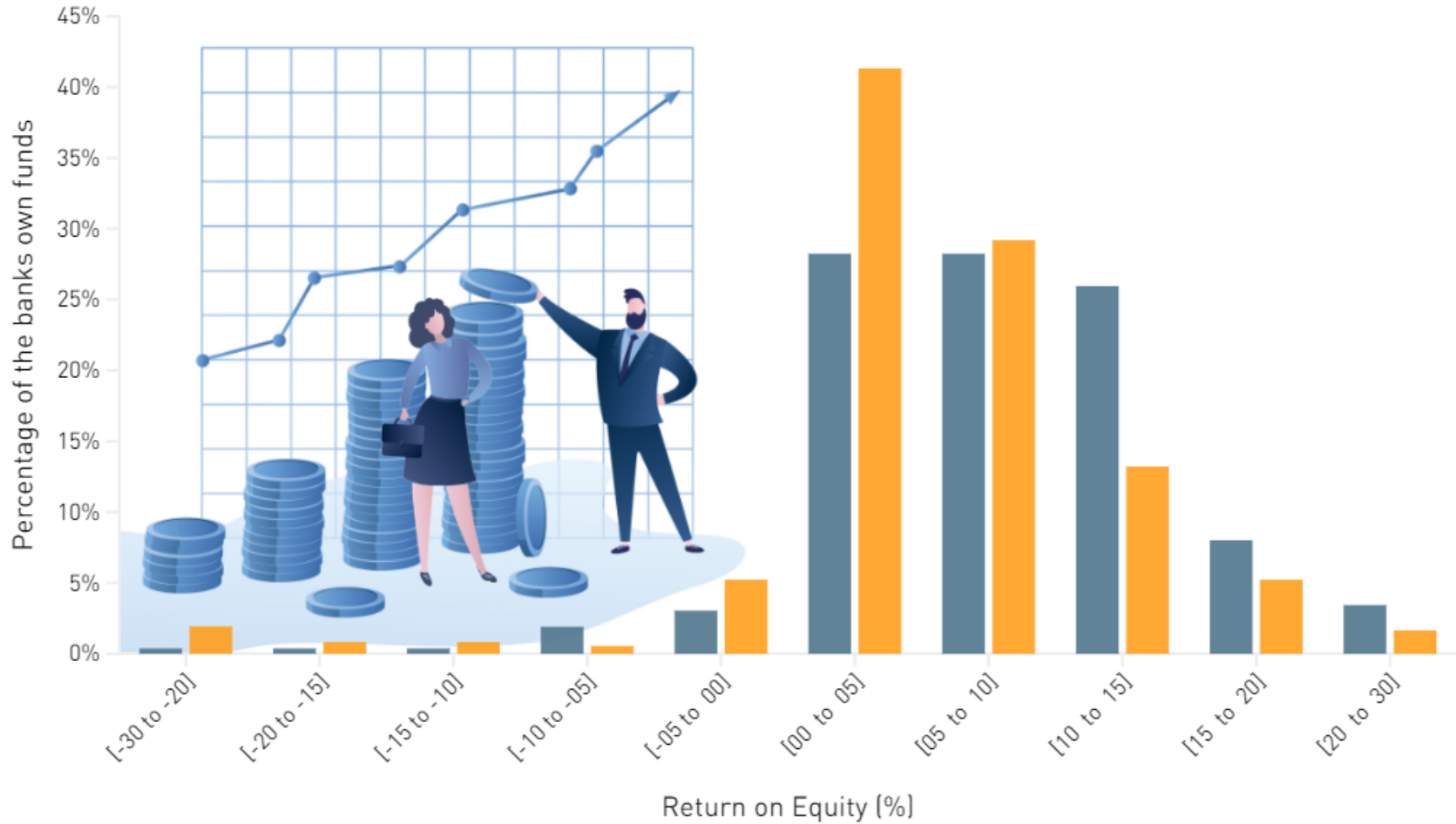
# Better gender balance at newly recruited directors

<b>Gender</b>	<b>EDs 2015-2016</b>	<b>EDs 2017-2018</b>	<b>EDs 2019-2021</b>	<b>Non-EDs 2015-2016</b>	<b>Non-EDs 2017-2018</b>	<b>Non-EDs 2019-2021</b>
<b>Total</b>	809	883	1 166	1 501	1 597	2 223
<b>Male</b>	81.71%	78.82%	75.73%	72.35%	72.01%	67.70%
<b>Female</b>	18.29%	21.18%	24.27%	27.65%	27.99%	32.30%

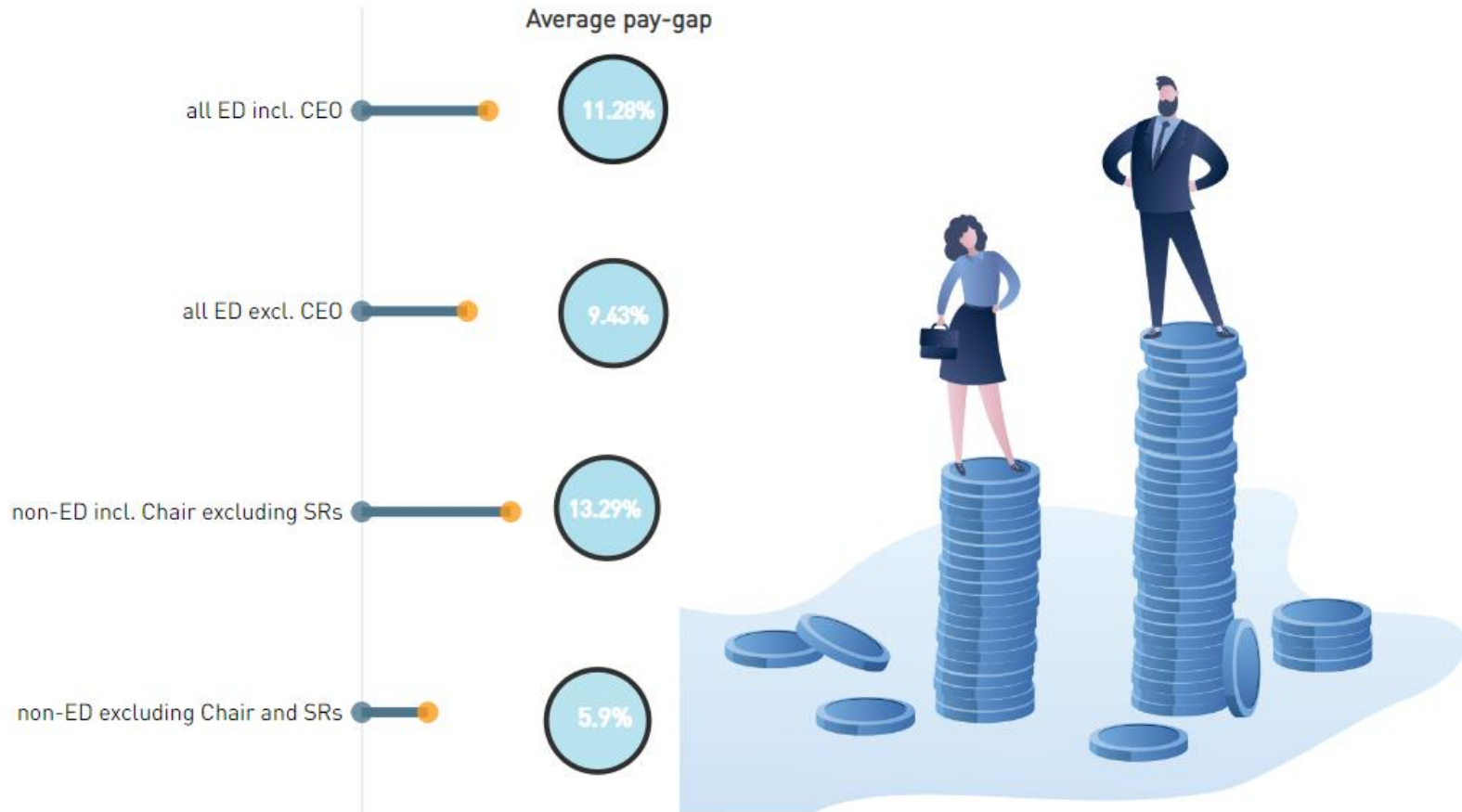
<b>Gender</b>	<b>SRs 2015-2016</b>	<b>SRs 2017-2018</b>	<b>SRs 2019-2021</b>
<b>Total</b>	178	229	286
<b>Male</b>	58.99%	64.63%	56.29%
<b>Female</b>	41.01%	35.37%	43.36%

# RoE and Gender Balance

ED both genders One gender



# Gender pay gap



Source: EBA Report on benchmarking of diversity practices at EU level, 2021 data



# EBA Guidelines – main policy aspects

## Guidelines specify provisions in EU Directives in the area of diversity

- Banks and investment banks must:
  - ensure that there is no discrimination based on gender, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation
  - Take into account diversity when recruiting board members
  - take measures to ensure equal opportunities – aiming to improve the gender balance of the pool of candidates for positions within the management body – e.g. considering gender balance at senior management level or within management / care for staff returning from parental leave
  - comply with the principle of equal pay for male and female workers for equal work or work of equal value – remuneration policies must be gender neutral
  - perform a mandatory benchmarking of the gender pay gap

The logo for the European Banking Authority (EBA) is located in the top left corner. It consists of the letters 'EBA' in a bold, white, sans-serif font, set against a dark blue background with a subtle grid pattern. To the right of the letters, the words 'EUROPEAN BANKING AUTHORITY' are written in a smaller, white, sans-serif font, stacked vertically.

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